



PERS-41

January 2015

Newsletter

Navy Personnel Command
Surface Officer Assignments (PERS 41)
5720 Integrity Drive
Millington, TN 38055-4110

Website: <http://www.public.navy.mil/bupers-npc/officer/Detailing/surfacewarfare/Pages/default.aspx>
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From the Bridge

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Fellow Surface Warriors,

We concluded another successful administrative board season here in Millington. Congratulations to all those selected! The impressive records presented during these boards testify to the hard work and dedication you bring to the waterfront every day. I cannot emphasize enough to those selected to ensure future FITREPs document your current screening milestone. Annotating your community milestone screening status in your FITREP provides statutory promotion boards with a strong signal of how the community views your record.

Statutory Promotion Board season is underway, beginning with the Captain board this month, and followed by the Commander and Lieutenant Commander Boards in February and May. Each eligible officer must conduct a personal review of their record – your record is your responsibility. Don't take any risk due to missing or inaccurate FITREPs or documentation. Your detailer is always standing by to assist you in reviewing your record.

The common theme throughout this edition of the PERS-41 Newsletter is flexibility. SWO leadership introduced several initiatives that focus on providing flexibility to the SWO Career Path. The intent is to provide our most valuable resource, our people, the opportunity to accomplish their personal and professional goals. Our belief is that this flexibility will result in the development of more confident and competent Commanding Officers.

My team has a busy travel schedule ahead. We will visit Washington D.C. (12-16 Jan), USNA (26-30 Jan), Yokosuka/Sasebo, Japan (9-13 Feb), and Newport (9-11 Mar). We look forward to meeting each of you, providing you an update on key community issues, and, most importantly, addressing your questions and concerns.

Finally, thank you for your hard work to protect our Country, support our Navy, and make our Surface Community better each and every day.

Sail Safely,
CAPT Gene Black

Community News

New Contracts for Surface Warfare Officers Await Reauthorization Approval

Happy New Year from Millington! I relieved CDR Chase Patrick, last summer, as the SWO community manager.

The most relevant news from a community management perspective is the status of the Critical Skills Retention Bonus programs (Department Head and LCDR bonuses). Our current authorization expired on 16 December 2014. The community cannot accept any new contracts until the Principal Deputy Undersecretary of Defense (Personnel and Readiness) reauthorizes the bonus structure. The renewal package is under review now and we expect a favorable decision within the next 30-60 days. The community will continue to pay all existing bonus contracts on time and in full.

How did we get here? The authorization for our bonus programs requires reauthorization by OSD every three years. The original renewal package submitted proposed an expansion of the existing bonus structure starting in 2016. As the package progressed through the review process, it became apparent that some of the proposals included in the renewal package required additional justification and supporting data. Therefore the decision was made to forward a one year renewal package for the existing bonus programs. The intent was to simplify the renewal proposal and minimize any possible lapses in bonus authorization.

Where do we go from here? Once OSD reauthorizes the bonus, the community will be notified, a NAVADMIN will be released and new contracts will be accepted. The expectation is a favorable decision in early February. In the meantime, a revised package is being developed and will include proposals to expand the existing bonus structures.

If you have any questions regarding the bonus, please do not hesitate to contact me.

Take care and V/r

CDR Erik Eslich

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Community News

Statutory Promotion Board Season

Statutory promotion board season starts this month with the Unrestricted Line Captain board. As with community administrative screen boards, you should review your record prior to the board and pay particular attention to your FITREP continuity and official photograph. Detailers are prohibited from communicating with a promotion board on your behalf, so any missing documents should be sent directly to the board via the cscselboard@navy.mil email address. The Active Duty Officer Promotion page on the NPC website (<http://www.public.navy.mil/BUPERS-NPC/BOARDS/ACTIVEDUTYOFFICER/Pages/default.aspx>) provides information on how to submit documents to the promotion board. Do not hesitate to call your detailer if you have any questions pertaining to your record.

For promotion boards, it is critical that your most recent community milestone screening be clearly articulated in block 41 of every FITREP until you actually serve in that milestone billet.

Recommended Block 41 Screening Status Language

MAJOR COMMAND: "Screened Major Command"

XO/CO FLEET-UP AFLOAT: "Screened Commander Command Afloat"

XO/CO FLEET-UP CO SPECIAL MISSION: "Screened Commander Command"

XO AFLOAT: "Screened Executive Officer Afloat"

XO SPECIAL MISSION: "Screened Executive Officer"

SCP: "Screened for Specialty Career Path Executive Officer" or
"Screened for Specialty Career Path Commanding Officer"

EARLY COMMAND: "Screened for LT/LCDR Command Afloat"

DEPT HEAD: "Screened for Department Head Afloat"

Promotion zones define eligibility for the various Statutory Promotion boards. The FY-16 promotion zone forecast message is posted on the NPC website (NAVADMIN 272/14). Below are the eligibility zones listed by Lineal (Precedence) Number. Lineal (Precedence) numbers can be found in block 7 ("PREC NO") of the ODC. Your detailer can also provide your lineal number.

CAPTAIN LINE URL (11XX/13XX)

Board convenes 13 January 2015

Senior in-zone - CDR C. T. Parks	022035-00 1 JUL 09
Junior in-zone - CDR G. A. Meyer	022330-00 1 JUL 10
Junior Eligible - CDR S. M. Froehlich	023103-50 1 SEP 12

COMMANDER LINE URL (11XX/13XX)

Board convenes 10 February 2015

Senior in-zone - LCDR K. J. Muhler	034744-50 1 DEC 09
Junior in-zone - LCDR W. F. Brody	035728-75 1 JAN 11
Junior eligible - LCDR J. R. Lykins Jr.	038605-00 1 SEP 13

LIEUTENANT COMMANDER LINE URL (11XX/13XX)

Board convenes 18 May 2015

Senior in-zone - LT M. W. Campbell	152465-00 1 JUN 09
Junior in-zone - LT J. E. Sheets	158674-00 1 JUN 10
Junior eligible - LT S. K. Bergstrom	170271-00 1 JUN 12

Community News

Overseas / Remote Duty Screening Policy Change

NAVADMIN 203/14 announced changes to the overseas screening process. The current process of starting overseas screening after receipt of permanent change of station (PCS) orders risks delays in Sailors and families completing overseas screening in a timely manner. These delays may negatively impact operational manning. The intent of this process improvement is to accelerate the overseas screening process to ensure that overseas/remote CONUS billets are filled on time and reduce operational gaps. However, the accuracy of the screening is of the utmost importance.

Under the new policy, service members are required to complete the overseas screening process prior to release of PCS orders. Commander, Navy Personnel Command (NPC) will notify the service member's command, the command's immediate superior-in-command and type commander via an electronic letter of intent (LOI) - via message traffic - once Overseas/Remote Duty orders are initiated, to commence overseas screening. Commands have 24 hours to acknowledge receipt of the LOI via email to NPC (email to: overseas_screening@navy.mil). Once service members receive their LOI, they should contact the servicing Military Treatment Facilities (MTF) immediately to schedule an overseas screening appointment for them and their dependent(s).

Service members have 30 days and dependents have 60 days from receipt of the LOI to complete the overseas screening process. If a delay in submitting the required forms and notification is anticipated, a waiver must be submitted to NPC. Additionally, service members are strongly encouraged to keep their detailers apprised of issues or challenges they encounter in the screening process.

Once the suitability determinations (for member and/or dependents) are complete, commands must log into BUPERS Online (BOL) and input the screening status. Commands may still utilize naval message when connectivity issues exist. Once a suitable determination is submitted via BOL, the service member's order routing process will continue and be released based on current release authorizations.

Additional information (including sample LOIs and waiver requests) are available on the NPC Overseas screening page:

<http://www.public.navy.mil/BUPERS->

[NPC/SUPPORT/DISTRIBUTION/Pages/OverseasScreening.aspx](http://www.public.navy.mil/BUPERS-NPC/SUPPORT/DISTRIBUTION/Pages/OverseasScreening.aspx)

or by contacting a NPC Overseas Screening Coordinator at overseas_screening@navy.mil.



The latest SWO Career Planning Brief and Spouse Brief are posted to the PERS-41 website.

These briefs are a great tool for career planning and wardroom training.

<http://www.public.navy.mil/bupers-npc/officer/Detailing/surfacewarfare/Pages/default.aspx>

Community News

Career Intermission Program (CIP)

Career Intermission Program (CIP) provides a one time, temporary transition from active duty to the Individual Ready Reserve (IRR) to allow service members to pursue personal or professional goals outside the service while providing a way for their return to active duty. CIP may be used for a multitude of personal or professional reasons, from pursuing additional education to starting a family or caring for an ailing loved one. Key attributes of the Career Intermission Program include:

- Transition from Active Component into the IRR for a period not to exceed 3 years
- Retain active duty health care benefits for themselves and their dependents while in the IRR
- Exempt from mobilization
- Retain unused accrued leave (or have the option to sell back)
- Receive a small reserve stipend
- Exempt from promotion or career milestone consideration (screen boards) while in the IRR
- Date of rank and lineal numbers adjust upon return to active duty

Service members interested in CIP should apply during their normal reconciliation window, approximately 6-9 months in advance of PRD (9-12 for O-4 and senior). Participants must serve on active duty for 2 months for every month of inactivation following their return to active duty. Applicants must be warfare qualified and have screened for the next career milestone or have opportunities for screening remaining.

Why I chose CIP - By LCDR Jessica Morera



Education:

- Duke University, B.A. Environmental Science & Policy
- George Washington University, M.A. Organizational Management
- Naval War College, M.A. National Security and Strategic Studies

Previous Tours:

- BMD Policy Lead, Deputy Chief of Naval Operations
- Chief Strategist (N1Z), Deputy Chief of Naval Operations (N1)
- Deputy Executive Assistant to Chief of Naval Personnel/Deputy Chief of Naval Operations (N1)
- Combat Systems/Weapons Officer, USS MILIUS (DDG 69)
- Washington DC Internship Program
- Training Officer, Destroyer Squadron 23
- Anti-Submarine Warfare Officer, USS LASSEN (DDG 82)

Current Assignment:

- Career Intermission Program, Stay-at-home mom

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We learned about the Career Intermission Program (CIP) at just the right time. My husband and I were both upwardly mobile SWOs in challenging Washington, DC jobs and trying to start a family. Mike was on the Joint Staff and awaiting his slate for commander command. I was serving as Deputy Executive Assistant to N1/CNP and awaiting my first look for XO/CO afloat. We started to see in more detail the challenges of raising children with both of us on active duty. It became evident that these challenges were significant not just while at sea, but on shore duty as well. I found my front office job incredibly rewarding, but the reality was I was spending more than 12 hours a day at work. How were we going to achieve both our family and professional goals while on shore duty much less when back at sea?

CIP provided us with an option, but it is not an all-encompassing solution to family and professional challenges. I struggled with the decision to apply for CIP. I never intended to be a stay-at-home parent. Was I hurting my career by stepping away? What if I wasn't cut out to be a stay-at-home mom? What if I loved being a stay-at-home parent so much I didn't want to return to the Navy but was obligated to? What would our family do after three years when I returned to active duty? Were we prepared financially to eliminate my salary?

After much discussion, screening for Afloat Command, and financial preparation, we decided that CIP was the option we wanted to try for our family. Thus far it has been a great fit. I love being a stay-at-home mom to a toddler and we are expecting another child soon. I am appreciative of the time I have with my family at home especially since I know it is limited. At the same time, I miss the Navy and look forward to returning to active duty. I feel the CIP experience will strengthen me as an XO/CO as I have a new perspective on the challenges faced by stay-at-home spouses. My current stay-at-home mom job is extremely challenging and I have gained immense respect for stay-at-home parents.



When I do return, I will be able to assess what type of impact stepping away from the Navy for three years had to my career. Screening for command on my first look made me feel more comfortable participating in an untested program. I am fortunate that I can stay somewhat connected to the SWO community through my husband and peers. Most Navy people with whom I have discussed CIP, especially O-6 and above, respect and understand my decision. I am more concerned about the reaction of my peers and immediate seniors who remained in the SWO world while I temporarily chose a different path. As a family we have decided for my husband to retire at 20 years of service, so I have the luxury of returning to sea duty knowing that he will be home with our children. For now I feel privileged to be at home full time knowing that I will also be able to fulfill my professional goal of commanding a ship at sea.

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Why I chose CIP - By CDR Justin Hodges

Education:

- USNA, B.S. Electrical Engineering
- Old Dominion University, M.S. Industrial Engineering
- Naval War College, M.A. National Security and Strategic Studies

Previous Tours:

- Deployable Training Team Observer/Trainer, Joint Forces Command / Joint Staff - Hampton Roads
- Reactor Training Assistant, USS HARRY S TRUMAN (CVN 75)
- Operations Officer, USS MCFAUL (DDG 74)
- ASW Analyst, Office of Naval Intelligence
- Reactor Mechanical Division Officer, USS NIMITZ (CVN 68)
- First Lieutenant, USS STETHEM (DDG 63)

Current Assignment:

- Force Reactor Training Assistant, Naval Air Force Atlantic



I entered the Career Intermission Program (CIP) around my 15th year of commissioned service as a way to offset my career timeline from my wife's. My wife and I were in the same year group, approaching our XO/CO Afloat tours and looking for a way to maintain our careers while providing a stable home life for our 10-year-old daughter. After our Department Head tours, our detailers were able to respectively shorten and lengthen our shore tours to minimize the potential overlap in our XO/CO tours, but we were still left with an 18-month period where those tours would overlap. CIP provided us the best option to completely offset our tours and allow one of us to be home with our daughter.

While participating in CIP, I received a stipend (approximately \$400) and continued to receive full medical/dental benefits. If my wife and daughter hadn't been covered under my wife's benefits, I could have provided them medical and dental care under my benefits. I was in non-deployable Individual Ready Reserve (IRR) and free to pursue whatever interests I desired as long as I remained physically qualified to return to active duty. CIP allowed me to become a stay-at-home dad for 18 months before re-entering active service.

Since re-entering active duty in November 2013, I have been promoted to O5 and expect to be slated in January 2015 for my XO/CO Fleet-Up tour. I did experience some difficulties with pay and time in rank as I transitioned to and from active duty, but I am grateful for the opportunities it afforded me and look forward to continuing a fulfilling career back on active duty.

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Why I chose CIP – By LT Laura Radspinner

Education:

- Oregon State University, B.S. Nuclear Engineering

Previous Tours:

- PNEO Coordinator, COMNAVAIRLANT
- USS ABRAHAM LINCOLN (CVN 72)
- Combat Information Center Officer, USS REUBEN JAMES (FFG 57)

Current Assignment:

- Career Intermission Program, Stay-at-home mom



I really enjoy my job as a Surface Warfare Officer and knew that I wanted to make the Navy a career from fairly early on. The people, the challenges and just the job in general is something I find really rewarding. As I got older I was struggling to figure out how to balance my desire to continue a challenging career that requires a lot of time away with my desire to have kids. Figuring out how to coordinate two active sea going careers with the timing needed to start a family wasn't the easiest of tasks. Considerable time was spent going over plan after plan that would allow us to both keep our careers and have a family. We wanted to avoid making one career take the back seat to other or having someone transfer to another community. In the end, we wanted to ensure one of us would always be home to raise our children. Another concern for us was making sure that one of us would always be shore side so we would be the ones raising our kids. After a lot of plans were ruled out for one reason or another we realized the Career Intermission Program provided the perfect opportunity to stagger our sea/shore rotations with the added bonus of allowing me to stay at home with our daughter while she's still a baby.

I had my daughter while on shore duty following my second division officer tour. I will be off ramping to the Career Intermission Program at the end of this tour and coming back to head off to Department Head School and follow on tours.

Balancing it all has never been easy; there have been sacrifices on both our parts needed to make it work. We realize that there will be some longer separations then we'd like and we may not always be able to take the orders on the slate that would normally be our first choice in order to meet our long term plans of keeping our family together. The biggest key to our success so far has been planning as far out as we can in order to spot potential obstacles and develop alternate plans.

For more information about the Career Intermission Program (CIP), visit:
http://www.public.navy.mil/bupers-npc/support/21st_Century_Sailor/tflw/Pages/CIPP.aspx

Community News

Warfare Tactics Instructors – The future of Surface Navy Tactics

Naval Surface Warfighting Development Center (NSWDC) has established a program model that will create a cadre of tactically advanced officers to improve the warfighting effectiveness of the surface fleet in four major mission areas. Warfare Tactics Instructors (WTI) will be post-second tour division officers highly trained in specific warfare areas, designated and then billeted to training and readiness commands.



Specific training pipelines include IAMD (AW/BMD), ASW/SUW, AMW and MIW with a 5-week Baseline Course. The Baseline Course will serve as the foundation for all WTIs, a jumping-off point that will provide a tactical bedrock of knowledge from which to move into their specific mission areas. It will also provide a knowledge base and networked connection through all warfare areas and commands. During the 5-week course of instruction, students will become tactically conversant in each warfare area, sharpen their professional instruction and briefing techniques, and establish relationships to build WTI networks that will grow throughout their careers.

The IAMD WTI course will include 14 weeks at Dahlgren and cover topics focused on the latest Tactics Techniques, and Procedures (TTPs), technological developments, and warfare advancements. Curriculum will include in-depth instruction on Kill Chain Approach, Strike Group Air Defense integration, C4I, and Space/ISR, among others. Applicants who have served a tour as FCO, TRAINO, or who have qualified in AAWC or TAO are naturally strong candidates. However, these



LCDR Matt Cox and LTJG Srdan Samardzic discuss AEGIS Baselines differences. Photo by NAMDC PAO.

are not prerequisites and will not be considered disqualifying if applicants do not have this background. We are particularly looking for candidates who are interested in staying in Dahlgren to become WTI instructors following their WTI graduation.



WTI Joint Planning. Photo by NAMDC PAO.

The ASW/SUW course will consist of 10 weeks in San Diego. Curriculum will include advanced TMA, array theory, and ASW Combat System study. Applicants who have served as an ASWO or who have qualified ASWE are naturally strong candidates. Again, this is not a prerequisite. We are also looking for officers who are interested in remaining in the schoolhouse to become WTI instructors after graduation.

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The AMW WTI course is still in development and will include 9-12 weeks of training in Little Creek. The course of instruction will include topics relating to the latest AMW TTP, ship-to-shore movement, and Expeditionary Warfare Planning. Ideally, AMW WTI candidates will have completed a tour on an amphibious ship or PHIBRON staff. But, it is not a prerequisite.

The MIW WTI Course is still in the early stages of development. Interested Officers can contact the NSWDC POC for the latest status.

Immediately following graduation, WTIs will be detailed to one of several production tours in which they will start impacting the fleet. Possible tours include NSWDC HQ, WTI schoolhouses, SWOS, CSCS, TTGs, ATGs and EWTGs to name just a few. They will teach all future WTIs; train the waterfront; and develop, test, and validate doctrine and TTP. They will become true subject experts in their field.

The Surface Community is committed to developing our tactically hungry & driven young officers into Warfare Tactics Instructors who are the best of the best. Through constant immersion and repetition of tactical education and training, extensive study and testing of TTP, and travel throughout the world where surface tactical excellence is either being developed or practiced, Surface Warfare WTIs will truly become the most knowledgeable people in the Navy in their particular field. There is a revolution in Surface Force tactical training and the WTIs will lead the charge.



RADM Pete Gumataotao, Naval Surface Force Atlantic, and RDML Jim Kilby, Naval Surface Warfighting Development Center, congratulate the Navy's newest IAMD WTIs during a graduation ceremony Oct. 2 at NSF Dahlgren. (From Left to Right) RDML Jim Kilby, LT Werner Reschmeier, LT Chris Murphy, LT Esra Hatch, LT Justin Kelch, LCDR Mike Dwan, LCDR Lenard Mitchell, LCDR Clarence Harris, LT Wesley Paulk, LT Christine Deuro, LT Sam Braddock, LT Steve Prugh, LT Tim Richburg, and RADM Pete Gumataotao. Photo by NAMDC PAO.

Candidates must have excellent FITREPs, Commanding Officer's endorsement and appropriate training via previous billets. Signing RJCSRB is not a requirement, but is preferred. We encourage anyone who is interested in the program to start a discussion with their Chain of Command. Upon endorsement from their command officer, candidates can contact CAPT Darren McPherson (Darren.McPherson@navy.mil (619) 437-2856) or LCDR Mike Dwan (Michael.Dwan@navy.mil (619) 522-2804) with any questions or to get the process started.

Community News

"Join the Navy, See the World" get an OOD letter!

Courtesy of CAPT Robert D. Katz, Commanding Officer USS VELLA GULF (CG 72)

Only in our community could you be sitting as a Midshipman or Officer Candidate one day and then only a short time later standing watch on a Ballistic Missile Defense (BMD) cruiser in the Eastern Mediterranean and Black Sea. That is exactly what happened this past year to the newly commissioned Officers arriving to USS VELLA GULF (CG 72) while we were deployed. It was quite a reality shift for these new Officers, but one that they all were prepared to make. After all, if anyone joined the Navy to get out of their comfort zone and see the world, this is the place to be - one that is exciting, challenging, and most of all rewarding.

Two Officers in particular, ENS Taylor Randall and ENS Claire Wardius, have unique stories of change and rewards. Taylor and Claire graduated from University of North Carolina, roommates at Officer Candidate School (OCS), and selected to serve on the same ship together. Their goal was to learn, qualify, and see the world. Literally within days of graduating from OCS in May 2014, both Officers met VELLA GULF in Haifa, Israel to participate in Exercise RELENTLESS SHIELD and host the U.S. Ambassador to Israel. The remainder of deployment was no different, with participation in a variety of multi-national exercises and port calls both in the Mediterranean and Black Sea. Both met the U.S. Secretary of Defense, the President of Romania, and the Prime Minister of Georgia along with visiting the countries of Turkey, Romania, Bulgaria, Georgia, and Greece. Where else in the world can you have a job like that?

Throughout deployment, ENS Randall and ENS Wardius worked diligently on their qualifications, led divisions in Weapons Department, and ultimately earned their Officer of the Deck (OOD) qualification before returning home to Norfolk, VA in late September. Since the ship's return to homeport, they have successfully completed the Basic Division Officer Course (BDOC) in Norfolk, due in no small part to the experience they gained over the past six months on deployment. By their one-year anniversary of entering our Navy, they earned a sea service ribbon, visited seven countries, and made 13 port visits. Without question, both Officers can definitely say that they have accomplished a great deal in 2014!



CAPT Robert Katz talks with ENS Taylor Randall about the ship's course during a replenishment at sea. Photo by MC3 Edward Guttierrez.



Claire Wardius uses a pelorus to mark the bearing of nearby surface contacts on the bridge. Photo by MC3 Edward Guttierrez.

Community News

USS AMERICA ... Our Ship, Our Country!

Courtesy of USS AMERICA (LHA 6) Public Affairs Officer

The newest amphibious assault ship in the fleet, USS AMERICA (LHA 6), has set a new precedent for pre-commissioning units coming out of the shipyard. In only three short months, after leaving Ingalls Shipbuilding in Pascagoula, MS this past July, the ship and crew transited around South America and commissioned in San Francisco, Oct. 11.



AMERICA's maiden transit, "AMERICA Visits the Americas" was a transit never before accomplished by a pre-commissioned ship and crew. The Surface Warfare Officers on board AMERICA proved to be diligent watchstanders on the Bridge, Engineering Spaces and the Combat Information Center. Their expertise and flexibility encouraged a new crew of warfighters to come together to accomplish safe navigation, flight operations and tactical exercises at sea with international partners.

"AMERICA Visits the Americas" focused on building partnerships through theater security cooperation engagements and several bilateral/multilateral exchanges. Along with the 1,100 Sailors and Marines from ship's company, the embarked flag staff from Expeditionary Strike Group 3, roughly 300 Marines from Special Purpose Marine Air Ground Task Force (SPMAGTF) South, and pilots from both the "Argonauts" of Marine Operational Test and Evaluation Squadron (VMX) 22 and the "Blackjacks" of Helicopter Sea Combat Squadron (HSC) 21 joined the ship's journey.

Following the ship's Homecoming in its homeport of San Diego, Calif. on Sept. 15, the crew transited to San Francisco for the official commissioning ceremony and to participate in the events of San Francisco Fleet Week. What made the ceremony on Oct. 11 so extraordinary was the fact that the crew of plankowners brought the ship to life in front of over 8,000 people on the San Francisco waterfront. Secretary of the Navy Ray Mabus commissioned the ship alongside the ship's sponsor, Mrs. Lynn Pace. During the week, AMERICA also hosted over 20,000 guests during public and private tours. The hard work, dedication, training and watchstanding demonstrated by the crew proved AMERICA ready for the fleet.

The ship's first commanding officer, Capt. Robert A. Hall, Jr., has emphasized on several occasions how proud he is of the crew and how unique of an opportunity AMERICA's journey has been. "Very few Sailors and Marines have the privilege to be a part of a pre-commissioning crew and even fewer have the opportunity to serve on the fourth AMERICA," said Hall. "I am extremely proud of this crew of young men and women, and of the respectable service they have already

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provided to their country. The Sailors and Marines serving on AMERICA have set a strong foundation and have made this a great warship to serve on.”

From the Civil War Era through the first Gulf War, three warships have sailed with the name AMERICA. The first AMERICA was originally built in 1851 as a schooner-rigged yacht, and eventually served during the Civil War Era as a blockade runner and dispatch boat for the South Atlantic Blockading Squadron. The second AMERICA served as a transport ship during World War I, transporting nearly 90,000 American troops to and from Europe. The third ship to bear the name was a Kitty-Hawk class aircraft carrier that supported operations from the Vietnam War through Operation Desert Storm. AMERICA (LHA 6) is the fourth U.S. Navy ship to bear this name.

“This ship represents more than just the steel, cables and systems that make her operate,” said Hall. “She represents the pride we all share in our country; the unwavering support we get from our citizens and our families, the ideals of freedom and unalienable rights America holds dear.”

AMERICA is the first ship of its class, replacing the TAWARA-class of amphibious assault ships. As the next generation "big-deck" amphibious ship, AMERICA is optimized for aviation, capable of supporting current and future aircraft such as the tilt-rotor MV-22 Osprey and F-35B Joint Strike Fighter.



USS AMERICA (LHA 6) transits San Diego Harbor. Photo by MC3 Timothy Schumaker.

Community News

USS ANCHORAGE Recovers NASA's ORION Space Capsule

Courtesy of ENS Elizabeth Milewski, USS ANCHORAGE (LPD 23) Admin Officer

San Diego, CA - The crew of USS ANCHORAGE (LPD 23) made history after recovering NASA's ORION space capsule on 5 December 2014. The recovery effort was a part of Exploration Flight Test 1 (EFT-1), an unmanned mission aimed at testing the capsule for a future manned flight to deep space with the hope of bringing the first humans to Mars.

The ORION capsule launched from Cape Canaveral, Florida at 0405 on 5 December 2014. In a four and a half hour flight, ORION traveled to a distance of 3,600 miles above the earth at a speed of 20,000 miles per hour, orbited the earth twice and splashed down within a mile of its intended splashdown point. ANCHORAGE Sailors and the NASA team gathered on the topside spaces and cheered as a loud bang indicated the capsule's re-entry into the atmosphere and float down to the ocean.



ORION Space Capsule alongside USS ANCHORAGE (LPD 23). Photo by ANCHORAGE PAO.

The capsule recovery was a ship-wide evolution between line-handlers in the well deck, boat crews on the RHIBs, the experienced bridge team, and assistance from Explosive Ordnance Disposal Mobile Unit 11 divers and HSC-8 helicopters. ANCHORAGE assisted the NASA team with providing communications and combat tracking of ORION's re-entry into the atmosphere.

The bridge watch team consisted of LTJG Daniel Ballance as Officer of the Deck, LTJG Walt O'Donnell as Junior Officer of the Deck, and LTJG Tazewell Taylor as the Conning Officer. These Surface Warfare Officers were hand-picked to maneuver the ship for the NASA recovery mission based on their history of shiphandling precision and bridge experience. Together they briefed and rehearsed their actions for a safe and successful capsule recovery.



ORION Space Capsule safely recovered in the well-deck of USS ANCHORAGE (LPD 23). Photo by ANCHORAGE PAO.

The ORION capsule rehearsals and recovery mark the first time the Navy and NASA have teamed up for a capsule recovery since the APOLLO program. USS ANCHORAGE Commanding Officer, CAPT Michael McKenna said, "This mission exemplifies the Navy's commitment to the research and development of technologies and techniques to ensure the safety of human space flight." Confirming her motto, ANCHORAGE left nothing to chance!

USS FREEDOM Completes First-in-Class ASW Mission Package Testing

Courtesy of LTJG Zachary Feenstra, LCS Crew 101 Public Affairs Officer

San Diego, CA - In September 2014, the Littoral Combat Ship (LCS) ASW Mission Package took a significant step forward by completing its first ever at-sea testing on USS FREEDOM (LCS 1). Still in the early phases of testing, ASW Detachment ONE Gold and LCS Crew 101 demonstrated that this mission package brings a pivotal capability to the Fleet in countering the undersea threat. This ability provides LCS with the potential to defend a Carrier Strike Group in a contested, anti-access/area-denial environment against ultra-quiet diesel and nuclear powered submarines.

The team of Sailors and test engineers achieved several significant milestones in the validation process for the LCS ASW Mission Package, bringing this system another step closer to complete integration into the Fleet. "My Sailors in the ASW Detachment have been waiting several years to test out their equipment at sea on an LCS seaframe. The success of the test is a huge win for the LCS program and a great morale boost for ASW Detachment Sailors," stated Sonar Technician Senior Chief Justin Beck, Senior Enlisted Leader of ASW Detachment ONE Gold.



STG1 Thomas Garcia (middle) and STG1 Benjamin Gutierrez work on the CAS/VDS sonar reel. Photo by STGC(SW) Brendon Fischer.

The LCS ASW Mission Package is a major departure from past United States Navy surface ship sonar design as it relies on two towed sonar arrays: a Continuous Active Sonar/Variable Depth Sonar (CAS/VDS) array and a passive Multi-Function Towed Array (MFTA). While the MFTA is the same as those carried on destroyers, it is the CAS/VDS is what makes this system so capable. The CAS/VDS can adjust its depth to reach the layers of the ocean where submarines like to hide. Plus, its low frequency sound waves allow for greatly increased detection ranges.



USS FREEDOM performs CAS/VDS towing operations off of Southern California. Photo by STGC(SW) Brendon Fischer.

"I couldn't be more proud of the crew for their hard work and ingenuity in getting the installation and testing of the ASW Mission Package accomplished. This game-changing technology greatly enhances the ASW capabilities of the surface fleet," said CDR Dale Heinken, Commanding Officer of LCS Crew 101.

The ASW Mission Package is one of three Mission Packages (the others being Surface Warfare and Mine Warfare) developed exclusively to allow LCS to be flexible and defend against a variety of threats.

Community News

Another Royal Navy Officer Leaves His Mark

Courtesy of USS WINSTON S. CHURCHILL (DDG 81) Public Affairs Officer

For the past 26 months, LT Matthew Millyard, RN, has served as USS WINSTON S. CHURCHILL's Navigator, Nav/Exec Department Head and resident expert on all things British, as the eighth Royal Navy exchange officer to serve onboard since commissioning in 2001. Matt's successful and eventful tour concluded this November as he was relieved by LT Lynsey Sewell. Matt reported to CHURCHILL in September 2012 and in his two years not only immersed himself in the U.S. Navy but quickly became an integral member of the CHURCHILL team and mentor to many junior Officers and Sailors alike.



His work on the bridge was nothing short of remarkable. The knowledge he imbued upon his Sailors, from the most senior Quartermaster Chief to the most junior Seaman, directly resulted in a near flawless MOB-N certification. His mentorship of Junior Officers was unparalleled and not only led to the qualification of 20 underway Officers of the Deck, but ensured CHURCHILL's first tour Division Officers were prepared to meet all challenges and be integral members in their subsequent afloat Division Officer tours. He shared his outstanding Navigation knowledge and skill with the entire bridge team- from bearing takers up to Officers of the Deck. His efforts significantly contributed to CHURCHILL's success during the FRTP cycle, but more importantly, while forward deployed to the Fifth and Sixth Fleet AORs.

Matt's impact wasn't only felt in the realm of Navigation. He quickly became an expert in 3M and one of CHURCHILL's subject matter experts in the use of SKED 3.2. He took it upon himself to oversee installation and training during the 2013 Holiday standdown period. His work greatly contributed to CHURCHILL's successful completion of 3M 1.4 during the Basic Phase, to include personal recognition by the senior 3M ATG inspector regarding the state of 3M admin onboard CHURCHILL.

Matt was no stranger to success "across the pond," but his greatest achievement over the past two years was the bond he created here with U.S Navy Sailors. At his farewell, Matt shared with the wardroom and their families a mantra, first coined by Muhammad Ali, that he lives by and that he worked everyday to instill onboard CHURCHILL: "the more you practice the less lucky you get." Matt's knowledge, coupled with his dedication to teaching, mentoring and leading those around him, meant that CHURCHILL's success throughout his tour wasn't due to luck but rather to the hard work and dedication of LT Millyard and the crew he inspired.

With his outstanding navigation skills and strong leadership, all while carrying the grace of a Royal Naval officer, LT Millyard managed to accomplish a fulfilling tour of certifications, awards, teachings, but most importantly, a true representation of the tie between two countries working together on the same team, to achieve a common goal.

PERS-41A Captains

FY-16 Surface Major Command Board



Congratulations to our FY-16 Major Command board selectees! This year's board was exceptionally competitive. We screened 53 of 156 eligible officers (27 CRUDES/LCSRON, 12 AMPHIB, 12 Shore, and 2 MIW). As expected, performance at sea was the primary factor influencing screening. For those without hard breakouts in command, post command at sea tours (FDNF, CSGs, Fleet, and other afloat units) weighed significantly. Diverse and challenging assignments (TYCOMS, OPNAV, SWOS, BUPERS, etc.) as well as GSA assignments were all positively viewed by the board.

FY-16 Surface Major Command Board Statistics:

- Overall SWO board rate 34.0% (53 of 156)
- Diversity selection rate was 25.9% (7 of 27)
- Female selection rate was 33.3% (2 of 6)
- NUC selection rate was 50.0% (8 of 16)
- CRUDES CDR CMD selection rate was 46.1% (42 of 88)
- AMPHIB CDR CMD selection rate was 50.0% (7 of 14)
- LCS CDR CMD selection rate was 100.0% (3 of 3)
- CO-SM selection rate was 2.1% (1 of 47)
- FTS selection rate was 28.6% (2 of 7)

Duty Station for the 53 SWO Major Selects:

- | | |
|-------------------------------------|---------------------------------|
| - 5 are serving at OPNAV | - 1 is serving at EUCOM |
| - 5 are serving at JCS | - 1 is serving at NORTHCOM |
| - 4 are serving as Reactor Officers | - 1 is serving at SOCOM |
| - 4 are students at War Colleges | - 1 is serving at C7F |
| - 3 are serving at PACOM | - 1 is serving at USNA |
| - 3 are serving at SWOS | - 1 is serving at CSGs |
| - 2 are serving at CNSP | - 1 is serving at CNAP |
| - 2 are serving at CNSL | - 1 is serving at LCSRON |
| - 2 are serving at BUPERS | - 1 is serving at CSFTLANT |
| - 2 are serving at OSD | - 1 is serving at DESRON |
| - 2 are serving at ESGs | - 1 is serving at JSSTL |
| - 2 are serving at JPSE | - 1 is serving at NAMDC |
| - 2 are serving at ENGASM | - 1 is serving at ATG MAYPORT |
| - 1 is serving at Naval Reactors | - 1 is serving at ATG SAN DIEGO |

Have you PCS'd in the last 6 months? Have you provided your detailer with your current contact information (email, mailing address, and telephone number) and duty preferences? Service members are encouraged to keep their detailer apprised of any changes in their contact info or status.

PERS-41A Captains

Fleet-Up Certification Process

As part of the command qualification instruction, CNSP/CNSLINST 1412.2B, all sitting Major Command Executive Officers in Fleet-Up billets must be recommended by their Commanding Officer, certified by their ISIC, and endorsed by their TYCOM prior to fleet up and assuming command. This process is closely monitored at PERS-41 through the Executive Officer's PRD. When the Executive Officer approaches the 12 month mark, PERS-41 will remind the Executive Officer to initiate the fleet up certification process. Once the certification letter is routed through the TYCOM, an electronic copy is forwarded to PERS-41 and your 18 month fleet-up orders are released. An example Fleet-Up Certification letter can be found in enclosure 5 of the 1412.2B.

Captain Hot Fill Opportunities

As we enter CY 15, we have several critical O-6 GSA and overseas billets that must be filled. These include one- (unaccompanied) and two- (accompanied) year tours. If you are an early 2015 roller that is trying to get to a specific homeport, supporting one of these challenging community jobs could help. For questions and/or a list of available fills, please contact CDR Brent DeVore.



A great day at the office ... USS ANTIETAM (CG 54) is underway off the coast of Japan near Mt. Fuji. ANTIETAM is on patrol in the Seventh Fleet area of responsibility in support of security and stability in the Indo-Asia-Pacific region. Photo by MCSN David Flewellyn.

Scheduled to PCS in the next 6 months and plan on driving cross country? Perhaps vacationing in the Memphis area? If so, have you considered a visit to PERS-41? Great opportunity to have a face-to-face discussion with your Detailer, review your record, or simply discuss community concerns with your advocates in Millington! Contact your detailer for specific directions to NSA Mid-South.

PERS-410/411 – PCC / CDRs / LCDRs

Greetings and Happy New Year from PERS-410! First, I would like to congratulate all of our CO and XO selects from last month's board! You have extremely challenging and exceptionally rewarding tours forthcoming – sail safe and lead your Sailors well!

For my PCCs, thank you for your patience during the board season. As CDR FITREPs approach, I will be reaching out to those of you coming up on orders this summer and fall to get your preferences and discuss options that will set you up best as you move toward your first look at the Major Command board. Additionally, please review the updated promotion zone message as the upcoming zones changed significantly – if you have any questions on the timing of your promotion or MC board, please do not hesitate to shoot me a note.

I wish you all a fantastic 2015 and look forward to meeting many of you during our various upcoming waterfront visits.

Commander Command Career Path Flexibility

The Surface Warfare Community continues to refine Commander Command career path options by adding flexible detailing opportunities for Commander Command screened officers. Upcoming adjustments to the current career path include modifying the XO/CO Fleet-up model and detailing a number of Commander Command screened Officers to CG Executive Officer (XO) billets.

CG XO option:

Effective immediately, PERS-41 will begin phased detailing of Commander Command screened officers to CG XO billets. Commander Command screened officers detailed to CG XO billets will serve as XO for 18 months followed by a nominal 24-month shore tour prior to taking command of a DDG. DDG commands filled by officers that followed the CG XO route will be manned by XO Afloat screened officers vice CO/XO Afloat screened officers. A number of DDGs will be designated to provide CG XOs command and to maintain current XO Afloat opportunity.

Tangible benefits of the CG XO model include:

- Added flexibility to meet family and professional needs/desires
- Captures Air Defense Commander experience and returns it to sea in command
- Gradually shifts XO screened officers to DDGs where there is more “within the lifelines” focus and more robust waterfront support
- The CG XO option will be implemented in phases. In 2015, we expect three Commander Command-screened officers to be detailed into CG XO billets.



PERS-410/411 – PCC / CDRs / LCDRs

FY-16 Surface Commander Command Board (10-13 December)

The FY-16 Surface Commander Command Board concluded on 13 December and was comprised of very competitive records across all cohorts.

From a group of 69 PYG-12 officers of which 41 were Command Qualified* and eligible for Command on their first look:

- 18 Officers selected for Command Afloat
- 6 of the 18 Officers selected for Command were identified as Surface Acquisition Corps Candidates

From a group of 187 PYG-11 officers of which 97 were Command Qualified* and eligible for Command on their second look:

- 38 Officers selected for Command Afloat
- 20 Officers selected for Executive Officer Afloat
- 55 Officers selected for Executive Officer Special Mission

From a group of 58 PYG-09 officers of which 33 were Command Qualified* and eligible for Command on their third look:

- 10 Officers selected for Command Afloat
- 8 Officers selected for Command-Special Mission

From a group of 32 Limited Duty Officers of which 19 were Command Qualified**:

- 15 were selected (9 first, 6 second look) for Command Ashore.

* in accordance with CNSP/CNSLINST 1412.2B

** in accordance with CNSP/CNSLINST 1412.3

As in years past, the most important factor for consideration was sustained, superior performance as a Department Head and in follow-on sea tours, to include those in early command. Soft breakouts in block 41 and hard breakouts in blocks 42/43 are key metrics.

For shore tours, the board recognized performance in challenging billets within the Surface Warfare community and on major staffs such as OPNAV, BUPERS, TYCOMs, SWOS, and ATG. Additionally, completion of a Master's program (regardless of major) and JPME Phase I were advantageous; whereas non-completion of a Master's degree while in-residence was a discriminator.

To discuss specific questions regarding your record, please contact your detailer. Congratulations to all selects!



PERS-412 – Junior Officers

Career Flexibility

As Surface Warfare Officers we are afforded some of the greatest career flexibility among the Unrestricted Line Officer communities. No other community has the same breadth of billets available so early in the career path; we offer billets in all 50 states and all over the globe. As a Junior Officer the traditional career timeline is shaped by two at-sea Division Officer tours and shore duty before Department Head School. In order to be competitive at the O-4 promotion board, it is important to be in Department Head school no later than your 7.5 Year Commissioned Service (YCS) point. That said, perhaps you have a personal situation or professional goal that would be facilitated by a deviation from the traditional career path (ie. starting DH school early, graduate education/Fellowship opportunity, CIP). If so, talk to your Detailer and give us an opportunity to help you accomplish your personal and professional goals.

At Sea:

At sea we offer the flexibility to be stationed in one of 20 different homeports in any combination of 22 various Platforms and 30 different billets. Most officers can expect to complete two separate at-sea tours on two different ships, however there are also options for officers to remain on their first ship under the Division Officer Sequencing Plans as well as non-traditional tour options. Some of the non-traditional second Division Officer tours that SWOs can pursue are Coastal Riverine Squadrons as Platoon Officers or with Marines as Naval Gunnery Liaison Officers. There are also a variety of staff positions to include: DESRON, PHIBRON, ESG, MCMRON, Naval Beach Group and Military Sealift Command. The key to slating for a non-traditional or staff 2nd Tour billet is completing your EOOW qualification during your 1st DIVO Tour. IAMD and ASW WTI training is also well underway. The entire list of available 2nd Tour billets can be found on the PERS-412 Division Officers webpage.

Ashore:

Ashore you can do everything ranging from earning a Master's degree at the Naval Postgraduate School in Monterey, CA to serving as an XO at a Naval Operational Support Center (NOSC). The opportunity exists between your Division Officer tours and Department Head school for you to branch out and pursue a shore tour that allows you the flexibility to pursue graduate education, Joint Professional Military Education (JPME) or personal goals, often in locations that are away from traditional Fleet concentration areas. As a LT you can also take advantage of the Career Intermission Program (CIP), which allows you to pursue personal and professional goals before heading to Department Head school. Just remember, your post-DIVO shore tour is your opportunity to recharge your personal and professional batteries before commencing your Department Head tours.

Newest Surface Warfare Officers

Congratulations to the Fleet's Newest Surface Warfare Officers!

USS BUNKER HILL (CG 52)

- LTJG Kevin Gaines
- LTJG Robert Villasenor

USS ANTIETAM (CG 54)

- LTJG Jordan Riveraklein
- ENS Burnell Clemmer
- ENS Stuart Douglas
- ENS Marie Gallant
- ENS Rachel Messina
- ENS Charles Olivier

USS LEYTE GULF (CG 55)

- LTJG Craig Froehlich
- ENS Rachel Baggett

USS LAKE CHAMPLAIN (CG 57)

- LTJG Joseph Hanacek
- LTJG Alyssa Roque

USS PHILIPPINE SEA (CG 58)

- ENS Christiane Amposta
- ENS Dyuti Das
- ENS Timothy Destefano
- ENS Christopher Kliebert
- ENS Cory Leviton
- ENS Jennifer Penley
- ENS Travis Rupp

USS PRINCETON (CG 59)

- ENS Kevin Touw

USS MONTEREY (CG 61)

- LTJG Anthony Starks

USS CHANCELLORSVILLE (CG 62)

- ENS Austin Chung

USS COWPENS (CG 63)

- LT Adam Kreutter

USS CHOSIN (CG 65)

- ENS Kevin Northrup

USS HUE CITY (CG 66)

- ENS Melissa Johns

USS SHILOH (CG 67)

- LTJG John Morgan
- ENS William Tyler

USS ANZIO (CG 68)

- LTJG Lee Yochum
- ENS Andrea Frkovich
- ENS Kanisha Holiday
- ENS Timothy Vinopal
- ENS Cathleen Wise

USS CAPE ST GEORGE (CG 71)

- LTJG Christopher Krokus
- ENS Anaveronica Badua
- ENS Benjamin Sleister
- ENS Grace Strong

USS VELLA GULF (CG 72)

- ENS Ryan Hagelin
- ENS Karina Loor
- ENS Angel Morales
- ENS James Smith

USS PORT ROYAL (CG 73)

- LTJG Daniel Kotei
- LTJG Kevin Rees

COMDESRON 31

- LTJG Jeffrey Knollmeyer

USS CARL VINSON (CVN 70)

- LT Travis Lair

USS GEORGE WASHINGTON (CVN 73)

- LTJG David Allen
- ENS Dominic Montez

USS PELELIU (LHA 5)

- LTJG Emmanuel Richardson
- ENS Chase Allvord
- ENS Zachary Denison
- ENS Dustin Shelley

USS WASP (LHD 1)

- LTJG Jade Wright
- ENS Kathryn Thomas

USS ESSEX (LHD 2)

- LTJG Mary Clagg

USS BOXER (LHD 4)

- LTJG Mark Kendrick
- ENS Derrick Prescott

USS BATAAN (LHD 5)

- LTJG Carlton Smith
- LTJG Jabaree Tuani
- ENS Jonathan Panter
- ENS Carlos Thillet

USS IWO JIMA (LHD 7)

- LTJG Daniel Angle
- ENS Michael Cuomo
- ENS Thomas George
- ENS Kristen Jarrell
- ENS Stephanie Johnson
- ENS Thomas King
- ENS Cherie Marshall

USS MAKIN ISLAND (LHD 8)

- LTJG Daniel Gutierrez
- LTJG Maxx Hipko
- LTJG Arielle McCracken
- LTJG Robert Roselli
- ENS Liam Kearney
- ENS Shannon Lamantia
- ENS Kylen Lemenager
- ENS David Nygren
- ENS Stephen Tynes

USS DENVER (LPD 9)

- LTJG George Cox
- LTJG Jonathan Peterson
- ENS Gregory Christod

USS SAN ANTONIO (LPD 17)

- LTJG Brandi Sanders

USS NEW ORLEANS (LPD 18)

- ENS Kevin Curran

USS MESA VERDE (LPD 19)

- LTJG Krystle Schreick
- LTJG Ashley Snypes
- LTJG John Wong
- ENS Nicholas Badger
- ENS Thomas Morgan

USS SAN DIEGO (LPD 22)

- ENS Caroline Lopez
- ENS William Tahler

USS ANCHORAGE (LPD 23)

- LTJG Jordan Sugars
- ENS Brent Cline
- ENS Elizabeth Milewski

USS ARLINGTON (LPD 24)

- LTJG Daniel Iafrato
- LTJG Russell Ludwig
- LTJG Jaclyn Salvatini
- LTJG Amber Wilson
- ENS Christopher Galarza
- ENS Donald Vierling

Newest Surface Warfare Officers

Congratulations to the Fleet's Newest Surface Warfare Officers!

USS WHIDBEY ISLAND (LSD 41)

- LTJG Jerrit Fuller
- LTJG Jacob Hesse
- LTJG Paul Hwang
- LTJG Mario Smithmena
- ENS Daniel Perme
- ENS Molly Solmonson

USS GERMANTOWN (LSD 42)

- LTJG Andrea Stoke
- ENS Ashley Gernhardt

USS RUSHMORE (LSD 47)

- ENS Daniel Foley

USS ASHLAND (LSD 48)

- LTJG Kristine Mun

USS HARPERS FERRY (LSD 49)

- ENS Jonathan Moore
- ENS Jeremy Orton

USS OAK HILL (LSD 51)

- LTJG Zachary Dryden
- ENS Paul Hast
- ENS Corey Pedersen

USS PEARL HARBOR (LSD 52)

- ENS Taylor Marton
- ENS Joseph Shannon
- ENS Michelle Tabach

USS BLUE RIDGE (LCC 19)

- ENS Nicholas Caro
- ENS Katherine Chlebo
- ENS John Li
- ENS Andy Wang

USS ARLEIGH BURKE (DDG 51)

- LTJG Timothy Ronhaar
- ENS Michael Cornish
- ENS Samuel Gasbarre
- ENS Ian Sundstrom

USS JOHN PAUL JONES (DDG 53)

- LTJG David Norris
- ENS Claire Pursley

USS CURTIS WILBUR (DDG 54)

- LTJG Francische Antonio

USS JOHN S MCCAIN (DDG 56)

- LTJG Thomas May
- ENS Trevor Elwood

USS MITSCHER (DDG 57)

- ENS Harris Dubin

USS LABOON (DDG 58)

- LTJG Grant Morine

USS RAMAGE (DDG 61)

- LTJG David Connell

USS FITZGERALD (DDG 62)

- LTJG Alice Hong
- LTJG Yana Kupke
- ENS Sean Quirk

USS STETHEM (DDG 63)

- LT Joseph Dearing
- LTJG Rachel Fleming
- LTJG Isabel Gomez
- LTJG Aaron Nowlin
- LTJG Joel Raley
- LTJG Carlos Rosende
- LTJG Vanmiddlesworth
- ENS Linda McMillan

USS CARNEY (DDG 64)

- LTJG Maxwell Schreiber

USS BENFOLD (DDG 65)

- ENS Jason Benning

USS GONZALEZ (DDG 66)

- ENS Robert Galligan

USS COLE (DDG 67)

- LTJG Franklyn Dahlberg

USS THE SULLIVANS (DDG 68)

- LTJG William Drummond
- ENS Amelia Castromendoza
- ENS Carol McKenzie

USS MILIUS (DDG 69)

- LTJG Jason Clemente
- LTJG Kevin McDermott

USS HOPPER (DDG 70)

- ENS Angeline Chounramany
- ENS Natalie Crow
- ENS Natalie May

USS ROSS (DDG 71)

- LTJG Paul Eberlin
- ENS Jeffery Biermann
- ENS Joshua Brown
- ENS Harry Gregory
- ENS Albert Miller
- ENS Lisa Worsham

USS MAHAN (DDG 72)

- ENS Rachel Davies
- ENS Amandaann Sutherland

USS DECATUR (DDG 73)

- LTJG Elizabeth Eiser
- ENS James Heffelfinger

USS MCFAUL (DDG 74)

- LTJG Jacques Archer

USS DONALD COOK (DDG 75)

- LTJG Mansfield Murph
- ENS Simon Hepp
- ENS John Homola
- ENS Shane Ralph
- ENS Thomas Stilley

USS HIGGINS (DDG 76)

- ENS Twyla Arbuckle
- ENS Anthony Demartino
- ENS Christopher Rugile

USS O'KANE (DDG 77)

- LTJG Lehy Davis
- LTJG Andrew Musgrove
- LTJG Calvin Sessions
- LTJG Mara Schneider
- ENS George Bokinsky
- ENS Corey Ingraham
- ENS Joseph McGinnis

USS PORTER (DDG 78)

- LTJG Charles Boornazian
- LTJG Emily Pethel
- LTJG Alexander Taupier

USS OSCAR AUSTIN (DDG 79)

- LTJG Alexander Klein

USS ROOSEVELT (DDG 80)

- ENS Samuel Dodge
- ENS Tyler Ledoux
- ENS Samantha Stepp
- ENS Riad Taha
- ENS Nicholas Wood

USS LASSEN (DDG 82)

- ENS Caleb Bekemeier
- ENS Barry Feinstein
- ENS Robert Righetti

USS HOWARD (DDG 83)

- ENS Benjamin Carpenter

Newest Surface Warfare Officers

Congratulations to the Fleet's Newest Surface Warfare Officers!

USS BULKELEY (DDG 84)

- ENS James McDonald

USS SHOUP (DDG 86)

- LTJG Falon Miranda

USS PREBLE (DDG 88)

- ENS Kelcie Davis
- ENS Malik Harris
- ENS Travis Siliva

USS MUSTIN (DDG 89)

- LTJG Raymond Lazott

USS PINCKNEY (DDG 91)

- ENS Scott Lillard
- ENS Shane Martin
- ENS Shannon McCarthy
- ENS Alexander Tcholakov

USS MOMSEN (DDG 92)

- LTJG Alyson Adams
- LTJG Michael Bertschinger
- ENS Andrew Reichard
- ENS Catherine Vanbebber

USS CHUNG HOON (DDG 93)

- LTJG Emily Frost

USS JAMES E WILLIAMS (DDG 95)

- LTJG Stephen Chang
- LTJG Christina Johns
- LTJG Robert Pfeiffer
- LTJG Alicia Snell
- ENS Christopher Gumina

USS BAINBRIDGE (DDG 96)

- ENS Max Cutchen

USS HALSEY (DDG 97)

- LTJG Harry Niewald
- ENS Erica Bauer
- ENS Frances Klimczak

USS FORREST SHERMAN (DDG 98)

- LTJG Alexis Blackellar
- LTJG Justin Laddusaw
- LTJG Jason Pratts
- ENS Christopher Bellomy

USS KIDD (DDG 100)

- ENS Jason Case
- ENS Chelsey Olshenske

USS GRIDLEY (DDG 101)

- LTJG Timothy Foote

USS SAMPSON (DDG 102)

- LTJG Deanna Deeter
- LTJG Colleen Fallon
- LTJG Kyle Logue
- LTJG Kristen Scally
- LTJG Jessica Shapiro

USS STERETT (DDG 104)

- LTJG Steven Mulherin
- ENS Matthew Hennard

USS DEWEY (DDG 105)

- LTJG Ralph Francisco
- ENS William Kearns

USS STOCKDALE (DDG 106)

- ENS Blake Wallace

USS GRAVELY (DDG 107)

- LTJG Robert Dixon
- ENS Clair Hernon

USS WAYNE E MEYER (DDG 108)

- ENS Brigid Byrne
- ENS Phillip Spinden

USS JASON DUNHAM (DDG 109)

- LTJG Kaila Julia
- ENS Victor Habgood
- ENS Vananh Nguyen

USS SPRUANCE (DDG 111)

- ENS Justin Chapman
- ENS Christopher Hevey
- ENS Jevon Page
- ENS James Vika
- ENS David West

USS MCCLUSKY (FFG 41)

- ENS Melissa Avidano
- ENS Brendan Dentino
- ENS William Dmuchowski
- ENS Samantha Leyvayelverton
- ENS Kameron Wright

USS VANDEGRIFT (FFG 48)

- LTJG Robsson Brassea
- LTJG Robert Jefferson
- ENS Alexander Dixon

USS TAYLOR (FFG 50)

- ENS Antionne Winston

USS GARY (FFG 51)

- ENS Paul Cassani
- ENS Evan Shallcross
- ENS Michael Singer
- ENS Alexander Snazin

USS ELROD (FFG 55)

- ENS Emilio Ortiz
- ENS Mary Senoyuit

USS SAMUEL B ROBERTS (FFG 58)

- ENS Evan Albright
- ENS Keegan Bixler
- ENS Joshua Pangborn
- ENS Clifford Rhoten

USS RODNEY M DAVIS (FFG 60)

- LT Daniel Denton
- LTJG Lance Wright

USS INGRAHAM (FFG 61)

- ENS Aaron Comins

LCS CREW 202

- LTJG Christopher Dizon
- LTJG John Gale
- LTJG Brandon Strain

USS DEVASTATOR (MCM 6)

- ENS Joshua Ricks

USS PATRIOT (MCM 7)

- ENS John Golden
- ENS Andrew Grimm

USS WARRIOR (MCM 10)

- LTJG Michael Sherwood

USS CHIEF (MCM 14)

- LTJG Martin Brantner
- LTJG Joshua Houston

MCM CREW BULWARK

- LTJG Jay Darling
- ENS Jared Asmus

MCM CREW PERSISTANT

- ENS Jeremy Dircks
- ENS Tyler Thein

PERS-412 – Junior Officers

Division Officer Sequencing Plan Options

In addition to the standard 24-month first tour/24-month second tour division officer sequencing plan, there are two options that provide a means for officers to remain onboard their first ship for the entirety of their division officer at-sea tours. The first is DOSP Fleet-Up in which officers complete a minimum 21 month 1st DIVO tour followed by a 24 month 2nd DIVO tour on the same ship. Officers on non-AEGIS ships can request AEGIS training and assignment to an AEGIS ship/billet under this option. Of note, time spent attending schools does not count towards total division officer time, and the 24 month second tour does not begin until the incumbent's PRD is reached.

The second option is the DOSP Single Longer Tour. With submission of a RJCSRB Department Head contract, an officer's total division officer sea time may be reduced from 48 months to a minimum of 39 months on the same ship. Participating officers may fill any division officer billet. The officer will be issued orders to attend the Advanced Division Officer Course at SWOS Newport; commands are responsible for any additional training.

To initiate either of these options, an officer must submit a DOSP option request with Commanding Officer's endorsement to PERS-41. Templates may be found on the website below. Keep in mind that requests for DOSP Fleet-Up should be submitted at least one year in advance of the incumbent's PRD to ensure a relief has not been detailed.

If you have any questions concerning DOSP options, please contact your detailer or review the governing message, COMNAVSURFOR 101745Z JAN 11, which may be found at:

<http://www.public.navy.mil/bupers-npc/officer/Detailing/surfacewarfare/detailers/Pages/412DivisionOfficers.aspx>.

2nd Tour Division Officer Billet Title Change

To align with COMNAVSURFPAC/LANTINST 3300.1B guidance, the Force Protection Officer 2nd Tour Division Officer billet assigned in CG/DDG/LPD/LSD class ships has been renamed Anti-Terrorism Officer. There is no change to the duties and responsibilities of the position or to PERS-41 detailing practices. Prospective Anti-Terrorism Officers will attend the ATO Level II course as billet specialty training enroute to their 2nd Tour assignment.



Interested in how Statutory and Administrative Boards operate? Consider volunteering.

Board members, Admin Assistants and Assistant Recorders are needed for upcoming Statutory and Administrative Boards. For more information about board support, contact your detailer.

PERS-412 – Junior Officers

Small Ship, Big Reward

Serving as part of the Forward Deployed Naval Force is an exciting and challenging experience. Doing so in FDNF PCs or MCMs can be even more so. Enhanced OPTEMPO, complex mission sets in the 5th and 7th Fleet AORs combined with the limited number of Officers in PC and MCM wardrooms; the Officers assigned to these billets need to be high performing Junior Officers capable of executing at the Department Head level.

In recognition of the additional sacrifice associated with these challenging assignments, PERS-412 will begin rewarding the hard work of our FDNF PC and MCM Officers by assigning additional quality points to their JO Shore Slate formula when slating for their Post-Divo Shore Tour. Additionally, Junior Officers earning a MCM Evaluator and PC TAO qualifications will be assigned quality points commensurate to a Non-NTDS TAO qualification. These additional quality points could significantly impact an Officer's slate ranking thereby increasingly the likelihood of an Officer earning one of their top shore duty preferences.

All of the work being done around the Fleet is extremely important and challenging but Junior Officers who accept challenging billets and work diligently to break out in a position of increased responsibility will now have the opportunity to be rewarded for the efforts.



USS HURRICANE (PC 3) and USS MONSOON (PC 4) arrive to their new homeport at Naval Support Activity, Bahrain. HURRICANE and MONSOON are the final two of 10 coastal patrol ships that are part of a realignment plan in the U.S. 5th Fleet area of responsibility. Photo by MC1 Steve Smith.

Naval Postgraduate School Curriculum Priorities

Over the past 18 months, we have observed significant interest across the fleet in the Naval Postgraduate School's (NPS) National Security Affairs (NSA) and Financial Management curricula. The Surface Warfare community is normally awarded 30 quotas per fiscal year which makes the competition for seats in these programs extremely competitive. Based on the current fiscal environment and billet base, we anticipate a 10%-15% reduction Navy-wide in available NSA and Financial Management quotas for the coming fiscal year.

The quota reductions are anticipated to take effect across all communities as priority will be placed on technical curriculum such as Systems Engineering & Analysis (SEA), Undersea Warfare (USW), and Operations Analysis (OA). These are challenging yet rewarding programs of study in which we normally have open seats remaining at the end of each fiscal year.

The SEA curriculum offers a broad education in systems engineering methods and tools, and depth in a particular domain of application. Several domain tracks are offered, including combat systems engineering, ship systems engineering, and network-centric systems engineering. The tracks consist of seven or more courses to gain depth in the domain area. These tracks complement the standard set of systems engineering courses. The curriculum is interdisciplinary and draws on courses from across the NPS campus. Students will complete a capstone group project in lieu of a thesis for this program. Officers will be awarded a Master of Science degree in Systems Engineering Analysis.

The USW curriculum offers students the opportunity to study the fundamental principles that apply to the design, performance, and employment of sensors, unmanned vehicles, and tactics in the undersea environment. Officers who participate in this curriculum will earn a Master of Science degree in one of the following disciplines:

- Applied Physics
- Physical Oceanography
- Operations Research
- Electrical Engineering
- Mechanical Engineering
- Engineering Acoustics
- Applied Mathematics

The OA curriculum offers students the opportunity to use the latest mathematical modeling ideas and computing technology to penetrate deeply into the analysis of important real-world problems. Analysis is a key word; NPS operations researchers frequently influence decisions and serve as agents for change. Officers who participate in this curriculum will earn a Master of Science degree in Operations Research.



PERS-412 – Junior Officers

Why I signed Surface Warfare Officer Continuation Pay

Courtesy of LTJG Corby Bivans, USS CHANCELLORSVILLE (CG 62) Navigator

You hear all the stories of how the Navy struggles with retention for its Naval Officers, particularly its Junior Officers. I'm sure everyone has their own reasons for leaving the service, and I would be lying if there weren't times where I considered it myself. But every time I thought about getting out, I find even more compelling reasons to stay in.



I consider myself very lucky to already have had such positive experiences early on in my Naval career. I've worked for some awesome Department Heads and have some amazing Commanding Officers. They all selflessly took the time to mentor, teach, and help me become the officer I am today. I have also been blessed to be a part of some spectacular wardrooms. The camaraderie and the friendships with my fellow Junior Officers always made it easier to handle and face the challenges that I've faced as a SWO.

Aside from the great people I've met, the Navy has also provided me job opportunities and a positive work environment to truly grow, excel, and be successful. The billet diversity, graduate education options, leadership, professional development, and job rotation that the Surface Navy offers is unmatched in the private sector. Not to mention, the added benefit of being able to travel to exotic and exciting countries that most people only dream of visiting. More importantly, I really believe the work I am doing is meaningful and serves a greater good. The feelings of professional satisfaction, sense of purpose and patriotism are perhaps the most compelling reasons for my decision to STAY SWO!

Signing SWOCP and deciding to be a Department Head was perhaps my first major career decision as a SWO. At the very moment when I signed my commitment I pledged to be a part of the solution. The hours are long and the sacrifices are many but the rewards make it all worth it. I was given the benefit of great leadership and it is my sincerest hope to develop the next generation of division officers entering the fleet.



PERS-412 – Junior Officers

FY-16 Surface Warfare Department Head Board

The FY-16 Surface Warfare Department Head board will be held from 15-19 June 2015. All Surface Warfare Officers, regardless of SWO qualification and not currently serving as afloat Department Heads, will be reviewed for Department Head Screening by an annual administrative screening board between 3-5 YCS. Eligible officers in Year Groups 10, 11, and 12 are highly encouraged to begin reviewing their records now to ensure that they are up to date and confirm they meet all eligibility requirements. A delayed 3rd look is available upon petition for those officers that can show they were uniquely disadvantaged, or that their record was unfairly considered during the normal administrative screening process. If you have any questions, contact your Detailer.

FY-16 LCDR Statutory Board

Know your lineal number and ensure your record is up to date! Each year promotion zones can and do shift. Knowing your lineal number is the key to ensuring you know your eligibility. You can find your lineal number in your ODC, on NSIPS, or via the Naval Register. Promotion zones were promulgated in December by NAVADMIN (272/14) and delineated the senior and junior officer 'in-zone' for each grade for the upcoming year. If your lineal number is lower than the number for the junior in-zone Officer, then you are in-zone for the upcoming promotion board. For career planning purposes, you can view the 5-year promotion zone forecast on the PERS-41 webpage.

The key to LCDR promotion remains **Sustained Superior Performance At Sea**. Department Head fitness reports should highlight leadership, tactical abilities, and speak to your potential to serve in Command and beyond. Advanced qualifications such as EOOW and TAO, as well as earning a Command Afloat recommendation in Block 40 send a clear signal to the board that you are a leader in the Surface Warfare community and warrant promotion. Simply being in a Department Head is no longer enough.

If you are eligible for this year's LCDR promotion board please take the time to ensure that your record is up to date. Some officers 'in-zone' will not receive an observed Department Head FITREP prior to the LCDR Board; PERS-41 is already working with your commands on your behalf. Keep in mind that while you may not receive an observed periodic FITREP, your CO may submit a Special FITREP if you have been aboard for at least 3 months (iaw BUPERSINST 1610.10C). If you find yourself in this position and have questions, call your Detailer for assistance.

Looking for the latest SWO news? Day-to-day PERS-41 announcements, general community information, and "Hot Fill" opportunities are posted to Facebook and Twitter. Don't be left out... "friend" and follow PERS-41 on Facebook and Twitter.

PERS-412 – Junior Officers

Let's talk Early Command

Courtesy of LCDR Micah Sybor, former MCM Crew FEARLESS Commanding Officer

Early Command is as great as advertised and the challenges associated with it are larger than you can imagine. If you are qualified and think you have what it takes make an active decision about this opportunity. Because to me the question is not why should you, the question is why wouldn't you do Early Command?

Having Command of a PC or MCM in 5th Fleet or an MCM in 7th Fleet puts you at the leading edge of our sea going power. Do you have what it takes to lead at the front? To lead your Crew where there is a persistent adversary who is not relaxing or going away? Can you deliver what every SWO strives to deliver, effective combat power at sea?



LCDR Micah Sybor, Commanding Officer MCM Crew FEARLESS welcomes members of the Iraqi Navy onboard. Photo by MCM Crew FEARLESS PAO.

If you are in your Department Head ride and think you are ready for Command, I want to challenge you to get in the fight. Be the one holding the line and maintaining the deterrence that enables our Fleets to stand ready. Our Navy and Nation will be successful based on the readiness and ability of our ships to be victorious at sea. If you think you have it, prove it - don't let excuses get in your way, get in the ring, go to sea, be a Captain.

The reasons why you should seek out Command are well known. The reasons you might not apply are what needs to be addressed. Don't miss this opportunity based on half-truths and rumors; it is too great an opportunity for that.

Rumor #1: It is hard.

This job will be your hardest yet. There are many paths to getting ready for Commander Command but nothing will better prepare you than making the same decisions an XO and CO will make in every ship in the Fleet. Not the inputs and recommendations but the decisions. You and only you hold NJP authority, are responsible for material readiness, operational excellence, and the correct administration of your Command. You will face difficult decisions about risk, personnel, morale, and discipline while being solely responsible for the combat effectiveness of your ship and Crew.

Imagine the success you build in follow-on commands after this awesome opportunity to master your profession. If you are ready, why not develop your skills in the job they are developed to perform? Master your profession. Prove yourself "in the seat."

Rumor #2: It is a career risk.

I just told you it is a hard job. Additionally you are held to the standard of all Commanding Officers. You have to manage it all, take care of it all, lead through it all. You must meet the high standard our profession has for Officers given this opportunity. If you are ready, you can do this. I am not the only one to complete Early Command. I did not do anything special. I focused on the basics and

PERS-412 – Junior Officers

tried to do the right thing. The Navy prepares you for this but it is up to you to accept the challenge. Accepting the challenge is the hardest part. Don't worry about breaking out. Don't worry about getting fired. Focus on being the best for your Crew and doing the right thing. Everything else will fall into place. I have faith that the board sees how hard this job is, how it can only make you a better CO at the next level, and rewards those who are successful.

If you love to drive warships, then this is the job for you! You will either drive fast and maneuverable Patrol Crafts or drive your MCM in ways that will expand your ship driving experience and capabilities. More importantly, it is rewarding and truly satisfying developing your style so deeply you can teach it to your newest Ensign.

Rumor #3: It is a lot of time at sea, most likely forward deployed.

Odds are you will end up in Bahrain. With the majority of PCs being homeported in Bahrain and 1/3 of the MCM Force there, you most likely do your EC tour in Bahrain. You also will be in your Department Head (DH) tour(s) longer than your peers. There will be times when it feels like you are on sea duty forever.

I honestly never considered the additional sea time as a negative. You will get the pipeline time to reset after your DH tour(s) and if you are fortunate enough to get a MCM, you get SWO Clock credit. If you get a PC after your second DH tour, you also get SWO Clock credit. You could choose "lighter" duty but it is all heavy lifting at this phase of your career. If you are going to be working hard why not work hard Commanding? If we agree that every second tour Department Head job that will set you up for career success is going to be hard, than why not pick the one that is Command at Sea? We are SWOs, Command at Sea is what we do.



MCM Close Quarter Maneuvering. Photo by MCM Crew FEARLESS PAO.

It is easy to say it is worth it on the other side. I would do it all again in a heartbeat. If you reflect on "why not" and settle on a reason why it won't work, I won't be surprised. Plenty of people have chosen other career options and do well. Early Command is not the only good thing to do; I just think it is the best.

Career timing is critical. Family planning and stability is the most important thing for me too. There is nothing wrong with these decisions, just make it an active decision. Research Early Command, reach out to someone in the seat, ask your Detailer for screening rates, talk to the families in Bahrain and Japan. Really consider it, don't let half-truths and rumors drive your decision.

Command was worth every second of hard work. It was worth all the time away and uncertainty. Command is not a risk - it is an opportunity. Take it! If you are ready, why not? If you are ready, if you are one of the best, than ask yourself: if not me then whom?

PERS-413 Placement

BDOC Sequencing

BDOC scheduling for summer accessions is right around the corner. With the high number of Ensigns simultaneously entering the fleet and a limited number of BDOC seats on both coasts, the majority of new accessions will report directly to their ships following commissioning in a TAD status and then attend BDOC as seats permit. Business rules dictate that an Officer must attend BDOC within six months of commissioning. In rare circumstances, a waiver can be requested through the respective TYCOM N7 to delay attending BDOC past the six-month mark. Deployment is not generally considered a valid reason to delay BDOC attendance, so deployed commands should be prepared to both accept and send ashore their new accessions as needed in support of their scheduled BDOC date.

BDOC classes for summer accessions convene 22 JUN, 17 AUG, 13 OCT, and 04 JAN 16.

PERS prioritizes BDOC attendance as follows:

- Nuclear-option Officers
- OCONUS ships
- Deployed ships
- CONUS ships

The number of Officers who fall under the first two priorities will fill up the majority of June and August BDOC classes. Placement will work with deployed/deploying ships to get their Officers a seat in those early classes if possible, but we cannot guarantee that a June or August spot will be available. Because Officers headed OCONUS will remain INCONUS until they complete BDOC (and therefore receive full entitlements while they wait), they can expect to attend BDOC on either coast to expedite their entry into the fleet.

Ships are highly recommended to look at their downrange schedule as the spring months approach and begin correspondence with Placement to submit their BDOC preferences along with specific details on the ship's employment if possible.

This process is extremely dynamic and we receive change requests on a daily basis once ship selections are complete and new accessions begin to graduate. Placement officers will shuffle the roster as needed to ensure the business rules are met and the prioritization categories are applied, and we ask for your flexibility in advance to best support BDOC sequencing.

Once BDOC is scheduled, Placement will work with each command to schedule Billet Specialty Training for each of their new accessions, with each Officer authorized one of our six BSTs (ECO, EKMS, Ammo Admin, Legal, AUXO, and ELECO).

For any questions or concerns about BDOC sequencing, please contact your Placement officer.

PERS-414 Limited Duty / Chief Warrant Officers

Happy New Year from the Fantail! The past year was eventful and productive for the Surface LDO/CWO Detailing shop as we worked to meet the requirements of the Fleet and the career and family needs of our officers. Surface LDOs and CWOs are positively impacting ships and shore activities around the world, bringing their unique expertise and experience to bear in some of the Navy's most challenging assignments. In 2015 and beyond, we will be seeking out new ways to support the Surface Warfare Enterprise, maximizing LDO and CWO contributions to Surface warfighting.

Congratulations to the following officers who screened for LDO Major Command:

- CDR William Johnson
- CDR Gary Martin
- CDR Scott Lyons
- CDR Mark Meskimen

Congratulations to the following officers who screened for LDO Commander Command:

- CDR Daryl Adamson
- CDR Patrick Sutton
- LCDR Joseph Klapiszewski
- CDR Kenneth Bellomy
- LCDR Robert Arias
- LCDR James MacIsaac
- CDR James Dancer
- LCDR Kevin Chisom
- LCDR Terrance Patterson
- CDR Karl Giles
- LCDR Ricardo Enriquez
- LCDR Kenneth Williams
- CDR Nichol Schine
- LCDR Roy Henkle
- LCDR Darrell Weaver

Surface LDO Command Qualification

CNSP/CNSL 1412.3A provides the qualification standards, requirements, and procedures for Surface LDOs to qualify for command ashore. The instruction and qualification booklet are available at:

<http://www.public.navy.mil/BUPERS-NPC/OFFICER/DETAILING/SURFACEWARFARE/LDOCWO>

Contact your detailer if you have questions regarding eligibility.



USS ANCHORAGE (LPD 23) underway in the Pacific Ocean conducting the first Exploration Flight Test (EFT-1) for the NASA Orion program. Photo by MC1 Charles White.

PERS-414 Limited Duty / Chief Warrant Officers

SWO Qualification

As a reminder, CNSP/CNSL 1412.1 requires all Surface LDO/CWOs (61XX/641X/649X/71XX/741X/749X) to qualify as Surface Warfare Officers (SWO) when given the opportunity. Contact your detailer if you have questions regarding SWO qualification.

Security Clearances

Often times, security clearances do not hit our radar until there is a problem, such as losing out on a good set of orders due to a lapsed clearance. Do you know when your personnel security investigation will expire? There is never a bad time to check the status of your clearance.

Failure of Selection (FOS)

The FY-16 statutory board season is underway. While many officers will receive good news in the months ahead as the board results are published, some officers will learn that they have failed of selection (FOS) for promotion. As a result, those officers will not be eligible for another cost PCS move (per MILPERSMAN 1301-108). Officers who FOS will remain on station until retirement.

Career Management

Detailers make every effort to get the right officer to the right place at the right time. That is our primary responsibility – manning the Fleet. At the same time, we must tend to the career needs and personal desires of our officers so that they can develop into the senior leaders of tomorrow. That means getting them to the right jobs at the right points in their career. In practice, the stars rarely all align simultaneously. A not uncommon scenario: right job, right officer, right time, wrong geographic location. While we try to leave officers where they want to stay, the needs of the Navy—and career progression requirements for the officer—often dictate otherwise. We are a worldwide Navy and officers must remain worldwide assignable; so unless an officer is ready to retire, they should not turn down an appropriate job because it is not in their current geographic location.

“Don’t Pick Me” Letters

Officers who are selected for promotion incur a 2-year (O4/CWO) or 3-year (O5/O6) obligation that begins when actually promoted. For most officers selected by a board this year, promotion will occur on 1 September 2016; they will then be obligated to serve until September 2018 (O4/CWO) or September 2019 (O5/O6). If you are in zone for a FY-16 promotion board and intend to retire prior to September 2018/2019, please submit a "don't pick me letter" to the board. Contact your detailer for a sample letter.

PERS-417 – Full Time Support

Congratulations to our Newest FTS SWOs recently selected during the Fall FTS Re-Designation Board: LCDR Matthew Busse, LCDR Samuel Hoard, LT Steven Hall, LT Christopher Ramiro, LT Robert Yawn, ENS Ben Findlay, ENS Marc Oswald, and ENS John Perez.

FTS promotion opportunities remain strong, and that isn't changing for the upcoming FY-16 statutory boards. We absorb long term manpower changes (increases or decreases in billets) by balancing accessions (lateral transfers) and losses (retirements, separations, etc.), and keep our promotion opportunities relatively steady.

Promotion Zones: NAVADMIN 274/14 announced the FY-16 Navy Reserve promotion boards including FTS, and identifies the Senior and Junior in-zone for each competitive category. If your seniority falls between the listed lineal numbers or you are one of the officers listed, then you are in-zone. On average, you're in-zone for your next promotion when you reach 6 years' Time in Grade (TIG). Zone sizes change as officers retire and new FTS officers are gained in our community. You should double-check with your detailer no later than 3 years after your last promotion to see when you're expected to be in-zone for your next promotion. You will be looked at a year sooner than you expected (or a year later), so by asking at 3 years TIG, you can make a more informed decision about your career timing and next duty assignment.

New Additions to the PERS-41 Team



LCDR Chris Carroll
PERS-411C CDR/LCDR
Detailer L-Q



LCDR Noah Rich
PERS-41N1 Surface Nuclear
Community Manager



LCDR Eric Winn
PERS-413F AMPHIB/PC/
NBG/BMU/MCM Placement

PERS-41 Farewells



LCDR Diane Cua



LCDR Anthony James



LT Stephen Prugh

Fair Winds & Following Seas to these phenomenal Officers who made a lasting impression on the Surface Warfare community during their PERS-41 tours. BRAVO ZULU!

Washington, DC Placement

Happy New Year from Washington DC Placement! It has been an extremely busy Fall. The DC Placement team had a very successful visit to the National Capital Region in September and I want to personally thank those that took valuable time to meet with us. We had face-to-face discussions with over 50 commands and codes to directly assess the needs and requirements we advocate for. That visit helped shape many of the critical decisions made at NPC in the months following. We look forward to another site visit this Spring.

We also had the opportunity to observe a number of community administrative boards, specifically the SWO Commander Command and Major Command boards as well as the Aviation Major Command board. Those boards gave us critical insight into the value of DC tours and reconfirmed the importance Washington experience is in an officer's career path and professional growth. A tour in DC provides you a front row seat to the decision making processes at the highest level of the government, DoD and Navy.

Please continue to keep Washington, DC in mind for your next shore tour, and never hesitate to ask where these important opportunities best fit in your career path.

Take care and V/r

CDR Jonathan L. Schmitz, USN

Washington Placement (PERS 441)

COMM: (901) 874-4105

DSN: (312) 882-4105



USS VELLA GULF (CG 72) transiting the Black Sea. VELLA GULF is deployed in a multi-mission role in the Sixth Fleet AOR to contribute to regional maritime security. Photo by MC3 Edward Gutierrez III.

Ship in the Spotlight

USS RUSSELL Serves as San Diego Ambassador to Visiting Foreign Navies

Courtesy of USS RUSSELL (DDG 59) Public Affairs Officer

San Diego, CA - USS RUSSELL (DDG 59) played a key role this year while hosting ships from two critical countries in Asia: The People's Republic of China and Japan. In August, People's Liberation Army (Navy) ships visited San Diego for the first time in nearly a decade. The three ships- CNS HAIKOU (DD 171), CNS YUEYANG (FF 575), and CNS QIANDAOHU (AO 886), had recently concluded their first-ever participation in the United States' Rim of the Pacific naval exercise off the coast of Hawaii.

RUSSELL had the privilege of hosting the frigate YUEYANG. As one of three host ships, RUSSELL was a critical piece in the agenda of the key diplomatic visit, providing manpower and logistical support to the guests. Key events included reciprocal ship tours and intramural sports. The tours were a fascinating experience for American and Chinese sailors. Intramural sports mixed teams with Chinese and American sailors in the spirit of cooperation. Sailors engaged in bouts of basketball, table tennis, beach volleyball, and soccer throughout the day.



American and Chinese Sailors cooperated in a day of intramural sports, including table tennis, as part of the PLA(N)'s first visit to San Diego in nearly a decade.

Photo by OS2 Nicolas Mahone.



FC2 Zachary Quirk shares a moment of camaraderie with a Japanese team mate after playing soccer. Photo by OS2 Nicolas Mahone.

In November, RUSSELL hosted Japanese Maritime Self Defense Force Ship JS TERUZUKI (DD 116) on her first visit ever to the United States. TERUZUKI was visiting for two weeks to participate in exercises with the NIMITZ Carrier Strike Group off Southern California.

The ships engaged in mutual tours, a barbecue, and a soccer game. One of the most unique aspects of the cultural exchange, however, was a wreath-laying ceremony at Fort Rosecrans. The fort hosts a veterans cemetery, and the commanding officer of TERUZUKI, CDR Takayuki Miyaji, desired to lay a wreath to show respect for all the sailors laid to rest there.

For RUSSELL's leadership, both visits were a unique way to contribute to the nation. "It was an honor to be part of history by hosting both the Chinese and Japanese in the same year," remarked CDR James Harney, Commanding Officer of USS RUSSELL. "I am incredibly proud of my crew and the positive face of the United States Navy that they displayed."

This visit supported the CNO's "Sailing Directions" mission statement of fostering and sustaining cooperative relationships with an expanding set of allies and international partners to enhance global security.

Surface Warfare Officer in the Spotlight

LTJG Brett Davis



Commissioning Source:

- Officer Candidate School, Company 03-11G

Previous Tours:

- USS VELLA GULF (CG 72) Ordnance Officer

Current Assignment:

- USS SIROCCO (PC 6) Executive / Weapons Officer

On Service in a CYCLONE Class PC:

Service on a Patrol Coastal (PC) class ship is as rewarding as it can get. Operating forward deployed, in the FIFTH Fleet AOR, affords Sailors and Officers the opportunity to gain invaluable underway experience, visit interesting foreign ports, and assume duties normally associated with more senior personnel. We are also afforded the opportunity to interact with numerous partner nations and build Theater Security Cooperation throughout the region. As with any ship, the toughest part of PC duty is time spent away from family, but I am fortunate that my wonderful wife, Kendra, accompanied me to Bahrain for my 2nd Division Officer tour.



PC crews are small, just 25 enlisted and 4 officers. We must all fulfill a diverse set of roles and responsibilities. I am the Executive Officer, Weapons Officer, Supply Officer, and 1st LT. Needless to say, there's always something to do, or perhaps a better way to say it, there's always the chance to lead. Small crews also lend themselves to a close, tight knit feeling, since everyone must work together to help each other out.

Being stationed at the 'tip of the spear' definitely gives Sailors and Officers invaluable opportunities to hone their warfighting and seamanship skills. As soon as the ship leaves the pier, you are in an operational mindset and must always be on your "A" game. The draft and mission of a PC allows us to go places other ships cannot, meaning PCs are regularly transiting in and out of port without the assistance of tugs. In this operating environment and considering PC Conning Officers have direct control of throttles, there's truly no better platform to hone your shiphandling skills.

Bottom line ... if you think you have what it takes, I highly recommend PC duty.

On balancing family life:

My wife was skeptical of my Navy career at first. She was initially hesitant in having to move every few years and endure deployments, but she has come to enjoy the fast-paced SWO life. We love to travel and being in Bahrain made us realize how much we love living abroad and experiencing new cultures. She has taken the role of Command Ombudsman and enjoys giving Sailors a touch of home when they need it by cooking meals and treats and lending a helping hand wherever she can. Overseas duty can be tough, but a spouse who understands your career and is ready to support makes all the difference in SWO life.

Homeport in the Spotlight

NSA Mid-South - Millington, Tennessee

NSA Mid-South, located in Millington, Tennessee, just thirty minutes north of Memphis. NSA Mid-South is the home of Navy Personnel Command, Navy Recruiting Command, and the Navy Manpower Analysis Center. While it lacks the palm trees of San Diego, and the hustle and bustle of DC, it is a fantastic place for family, and there is much more to experience than one may think in this part of the country.

Situated on a bluff overlooking the Mississippi River, Memphis is the metropolitan hub of a five-state area known as the Mid-South. Home to more than a million residents, the greater Memphis area offers something for everyone. Residents of Memphis enjoy a relatively low cost of living, the purest water supply in the country, more trees per square mile than any other city, a temperate climate, four distinct seasons, and the hospitable atmosphere and pace of the "City of Good Abode."



Naturalists enjoy the opportunity to observe undisturbed wildlife in several preserves and parks, and Memphis has a superb zoo. Hunting, fishing, and boating on area lakes are popular pastimes. The cultural crown jewel of the Mid-South, Memphis Botanic Garden has more than 96 acres of sweeping vistas.

Sports enthusiasts can choose among college basketball and football, professional basketball (GO GRIZZLIES!), professional minor league baseball (Memphis Redbirds), a PGA golf tournament, professional hockey, a PGA indoor tennis championship, the Autozone Liberty Bowl, and a horse show. Events of all kinds are held in the FedExForum.

The Blues were born in Memphis, but all types of music abound in Memphis—the fourth largest recording center in the nation. Memphis is home to symphonies, museums, festivals, a large selection of restaurants and nightspots, and of course, Beale Street and Graceland.

If country music is more your style, then Nashville is only a few hours east, and you can easily make the drive to see the Grand Ole Opry, visit some fantastic restaurants, and experience the best live music in practically every establishment in the city, all day and all night long.

Finally, Memphis may be known as the "Home of the Blues," and the "Birthplace of Rock 'n Roll," but one of the tastier feathers in its cap is its barbecue. Some of the best in the country. Memphis barbecue is always pork with a sweet tomato-based sauce ... delicious!

If you are interested in a billet that will take you to the Mid-South Region, contact your detailer!

On Deck

PERS-41 Detailer Trips

Washington, DC	12-16 Jan 15	Newport, RI	9-11 Mar 15
USNA Ship Selection	26-30 Jan 15	Newport, RI	TBD May 15
Sasebo / Yokosuka, JP	9-13 Feb 15		

Board Schedule

Active O-6 Line	13-23 Jan 15
Active O-5 Line	10-20 Feb 15
Active O-4 Line	18-29 May 15
Active CWO-3/4/5	11-12 Jun 15
Dept Head/Early Command	15-19 Jun 15

NAVADMINs of Interest

281/14	U.S. Navy Family Care Policy
274/14	Notice of Convening FY-16 Officer Continuation Selection Boards and Announcement of Continuation Policy
273/14	Notice of Convening FY-16 Navy Active Duty Promotion Selection Boards
234/14	Executive Master of Business Administration Distant Learning Degree Program for March 2015
231/14	FY-15 USNA Leadership Education and Development Masters Program
221/14	Authority to Pay Hardship Duty Pay TEMPO to Compensate for Extended Deployments
213/14	FY-15 USNA Graduate Education Plus Teaching Program
203/14	Overseas / Remote Duty Screening Policy Change
191/14	FY-15 Graduate Education Voucher Program
190/14	Education Policy Update

Previous Newsletter Articles of Interest

May 2014

Weapon Tactics Instructors
Post 9/11 GI Bill
Exceptional Family Member Program
SWO CSRB Applications
Specialty Career Path
Career Intermission Program

August 2014

Command Qualification Update
CA Best Practices
War College Opportunities
TLAM/Strike Warfare Update
DH Afloat Screening Changes
DH Sequencing and Timing
2nd Tour DIVO Slating

<http://www.public.navy.mil/bupers-npc/officer/Detailing/surfacewarfare/Pages/default.aspx>